DOCUMENT RESUME

ED 333 932 JC 910 324

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TITLE Annual Benchmark Compensation Study for Administrative Positions. Management Report 1990-91/2.
INSTITUTION Association of California Community Coll. Administrators.
PUB DATE Feb 91
NOTE 32p.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *Administrators; College Administration; College Presidents; Community Colleges; *Fringe Benefits; Multicampus Districts; Premium Pay; *Salaries; State Surveys; Tables (Data); Two Year Colleges
IDENTIFIERS *California Community Collleges

ABSTRACT

Based on responses to a survey of all California community college districts, this report provides 1990-91 compensation data for selected administrative positions to facilitate cross-district comparisons. Following introductory information on data collection and presentation, the report presents information on California's 19 multi-campus districts, and then on 46 single-campus districts. In both sections of the report, comparative demographic data are first presented for each district, followed by descriptions of the administrative positions for which compensation figures are provided. Tables then present the following two data elements for each position by district: (1) the maximum salary each district would be willing to pay for the described position based on the current schedule or contract; and (2) extraordinary benefits, such as car leases, super-insurance policies, and expense monies beyond the normal "board agenda" item. For the single-campus districts, figures for the following 12 positions are provided: chief executive officer (CEO); chief instructional officer; chief business officer; district personnel officer; chief student personnel officer; admissions and records director; line manager for the social sciences; line manager for accounting function; line manager of maintenance and operations; director of computing; secretary to the CEO; and director of learning resources. For the multi-campus districts, the additional position of campus CEO is included. (JMC)

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Management Report

1990-91/2

Annual Benchmark Compensation Study for Administrative Positions

Prepared by:

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State Chancellor's Office

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ACCCA **Your Professional Association**

Association of California Community College Administrators

Association of California Community College Administrators

June 30, 1991

To: ACCCA Members

From: Susan Anderson, Operations Manager

Re: Enclosed Materials

We are pleased to provide you with the enclosed 1991-92 edition of our annual compensation survey. Information regarding the President's Load Study and how to obtain your copy will also be forwarded to you soon.

As you are aware, the transition of ACCCA's headquarters from Cupertino to Sacramento has been completed, and we are now in the process of finalizing our computer data base. We would like to take this opportunity to verify information currently on file regarding your membership. It would be most helpful if you will complete the questions below and return the information to the office so that any new information may be incorporated into the files.

Thank you in advance for your cooperation. Please contact the office at 1-800-640-3559 with any questions you may have.

ACCCA Membership Profile

Name/Title:_____

College/Dist.:_____

Address/Phone:_____

SSN:_____ Annual Salary: $_____

Method of Dues Payment (circle one): Payroll Deduction / Annual

Are you a PAC contributor? Yes / No

Thank you!

Please return to: Susan Anderson
ACCCA Headquarters
1127-11th Street, Suite 326
Sacramento, CA 95814

This report was prepared under the direction of the A.C.C.C.A. Human Resources Commission, Edwin K. Bush, Chairperson.

Comments and suggestions regarding the report may be directed to John S. Madden, the report coordinator, at (818) 798-4560.

* * * * * * *

Everyone involved in this project would like to thank the large number of individuals who took the time and trouble to respond to the questionnaire. The many "Is it right to go about it this way?" questions received by the coordinator are a tribute to **your** staff's desire to do the best job possible.

Thank you all!

ANNUAL BENCHMARK COMPENSATION STUDY
FOR ADMINISTRATIVE POSITIONS

1990-91

* * * * * * *

This report provides 1990-91 compensation data for selected benchmark positions common to California community colleges. It is based on the responses to a questionnaire sent to the "Cal-68" representative at each district.

Districts were asked to match their managerial positions to position descriptions that ranged from general staff and line managers to the chief executive officer. This should provide sufficient information for cross comparisons with districts of comparable size. Demographic data for reporting districts have been included to allow you to assess which districts would be most useful for this purpose.

The ADA column is derived from Chancellor's Office data rather than from district reports. This has provided more accurate ADA estimates and less confusion among the reporters.

It should be noted that the salaries requested were the **maximum** the district would be willing to pay for that position from the current salary schedule. From the pattern of responses over the past few years it can be ascertained that not all districts are reporting salaries as requested. Please take this into consideration before drawing too fine a distinction between quoted salaries.

Districts who have not concluded setting salaries for this year are noted with an asterisk after the district name.

Where a district had and "infinite longevity" system, the district was requested to place the position at a standard position along the scale.

With a few exceptions, the data are that provided by the districts.

You will not that there is a considerable range in the salaries for some positions. There are a variety of factors that might contribute to this. The most important of these would be the organizational philosophy of the district. For instance, one district might place both policy development and day-to-day operating control of the personnel function at the "cabinet" level, while another might split the two so that day-to-day control is at a lower level. This has obvious implications on the level of salary reported.

The 1990-91 compensation data includes two elements:

1. The maximum salary (SALARY) the district would be willing to pay for the described position based on the current schedule (or contract, if that is the method).

2. Extraordinary benefits (EXTRA) would be car leases, super insurance policies, expense monies beyond the normal "board agenda" item.

The final column (OTHER FACTORS) provides information that relates to the assignment of the position. These include:

1. The number of months in the assignment if other than 12.

2. The status of the position if it is not managerial. "C" represents confidential, "S" supervisory, and "NM" non-management and non-supervisory.

3. The proportion of a full assignment if other than 100%. This does not necessarily mean that the incumbent is hired on less than a full-time basis, but that the described duties represent only a portion of all duties performed. (We suspect that this is not reported in all cases.)

4. For personnel, student services and learning resources positions, a "span-of-control" coding was used. The keys to these codes are provided on the following page.

The report groups multi- and single-campus districts in separate sections. There are slight differences between some of the similar positions in each group, but it should be possible to evaluate the compensation between the two if you should desire to do so.

The position descriptions have been provide in a grouping just prior to the data report. This allows the printing of the data for single-campus positions on a single page. Earlier reports put the description with the data, with split pages often the result.

Although our files our incomplete, we believe that the total number of districts reporting this year is the largest since the report format was changed about a decade ago. We thank those of you who have made a special effort to approach the goal of 100% reporting.

We have a new world's record for report turn-around this year. Mary Berry of Lassen College literally returned the survey in twenty (20) minutes from receipt. This beats Lauraine Cook's mark at Kern CCD of 35 minutes set five years ago.

KEY TO CODED MATERIAL ON POSITION REPORTS

CODE	MEANING
*	Salaries indeterminate at time of publication
NM	Non-management position
C	Confidential position
S	Supervisory position
A	Administrative computing
B	Both Administrative and Instructional computing
I	Instructional computing
nn%	Percentage of 100% assignment for this description
nn	Months in assignment if other than 12

'OTHER FACTOR' SPAN-OF-CONTROL CODES FOR SPECIFIC POSITIONS

	PERSONNEL	STUDENT PERSONNEL	LEARNING RESOURCES
1	Recruitment	Admissions	Library (Book Coll.)
2	Employment	Records	AV--Software
3	Payroll	Registration	AV--Dist/Maint Equip.
4	Classification	Counseling	Learning Labs--General
5	Affirm. Action	Financial Aids	Learning Labs--Computer
6	Negotiations	Student Discipline	Inst. Info. Systems
7	Training	Articulation	Telecommunications
8	Benefits Cont.	Student Activities	Reprographics
9	Workers Comp.	Student Facilities	Other Non-LR Duties

MULTI-CAMPUS DISTRICTS
COMPARATIVE DEMOGRAPHIC DATA

			STAFF					
			--MGT---		--NON-MGT--		BUDGET	
	CAMP.	CTR	CT.	CL.	CERT	CLASS	($MILL.)	ADA
Coast	2	4	69	30	606	728	149.1	28679
Contra Costa	3	1	54	45	473	462	97.5	24132
Foothill-DeAnza	2	2	53	25	508	484	111.0	27606
Grossmont*	2	0	33	18	263	241	48.4	12305
Kern	3	2	28	14	326	414	39.0	11065
Los Angeles	9	0	123	112	1816	1728	262.8	57488
Los Rios	3	1	66	12	716	723	171.2	28637
Marin*	2	0	21	0	166	187	29.0	6807
North Orange*	2	1	79	51	606	605	100.0	26979
Peralta	NO DATA PROVIDED							
Rancho Santiago	2	3	35	8	322	348	93.0	20029
Saddleback	NO DATA PROVIDED							
San Bernardino*	2	0	24	6	214	241	35.4	10645
San Diego	4	10	82	17	1283	823	158.2	37548
San Francisco	1	7	62	0	771	0	86.0	32711
San Jose*	2	0	25	17	248	298	51.1	12249
San Mateo	NO DATA PROVIDED							
South County	2	0	37	13	265	258	36.6	11848
State Center	2	8	41	37	366	367	46.0	14202
Ventura	3	1	49	10	408	421	63.0	17865
West Valley	2	0	18	11	312	309	40.4	12950
Yosemite	2	0	35	48	267	321	46.0	11168

Note: * -- Salaries indeterminant at time of printing

POSITION DESCRIPTIONS
MULTI-CAMPUS DISTRICTS

Position 1 -- Chief Executive Officer

General Duty Description: Has overall responsibility for the operation of the district. Speaks directly to the Board of Trustees on all matters and has the role of conveying the Board's decisions to the administration and to the campuses through campus administration. Has primary responsibility for the development of policy and the implementation of all district policies. Has a considerable public relations role in communicating to the district and the community.

Position 2 -- Chief Business Officer

General Duty Description: Usually reports to the C.E.O. and has responsibility for all phases of budget development and budget management. Supervises (directly or indirectly) the operations of all business functions (accounting, purchasing, etc.)

Position 3 -- District Personnel Officer

General Duty Description: This position controls and supervises the district personnel operation at the policy level. It may include supervision of recruitment, employment, position classification, affirmative action, record keeping, payroll, collective bargaining, training, and grievance functions. Usually reports to the Chancellor or Vice Chancellor.

Position 4 -- Campus Chief Executive Officer

General Duty Description: Has overall responsibility for the operation of a single campus of a multi-campus district. Has the role of conveying and implementing district policy at the campus level.

Position 5 -- Chief Instructional Officer

General Duty Description: Usually reports to the campus Chief Executive Officer and has primary responsibility for the academic program of the campus. This is the key policy position for the instructional program. Supervises the middle and line managers in the instructional area.

Position 6 -- Campus Chief Student Personnel Officer

General Duty Description: This position controls and supervises the non-academic services to students. It may include supervision of the counseling, student affairs, financial aids and student records functions.

Position 7 -- Admissions and Records Director

General Duty Description: Provides overall direct supervision of that portion of student services dealing with the admission and registration of students and maintenance of their records. Usually is the final judge of technical questions related to admission. Most likely reports to a vice president or a dean.

Position 8 -- Line Manager for the Social Sciences

General Duty Description: Has responsibility for maintain the campus program in the Social Sciences (usual at least Psychology, Sociology, Political Science, History, Anthropology, etc.) by coordinating the curricular efforts in those disciplines. Provides direct supervision of the teaching staff, including evaluation, schedule development, minor discipline, teacher-student dispute resolution, and the like.

Position 9 -- Line Manager for Campus Accounting Function

General Duty Description: Usually responsible for maintaining financial and business records on the campus.

Position 10 -- Line Manager for Campus Maintenance and Operations

General Duty Description: Has the direct supervision of the day-to-day operation of plant maintenance and operations. Usually supervises lead person in custodial, skilled trades, and grounds.

Position 11 -- Director of Computing

General Duty Description: Plans, organizes and supervises the **administrative** computing function of a district. This position also may provide the above services for the instructional computing system of the district. This position normally is occupied by an expert in the computing field. Acts as liaison between campus users and administrative computing services. Usually reports to the Superintendent, Chancellor or Vice Chancellor.

Position 12 -- Secretary to Chief Executive Officer

General Duty Description: This position serves as the primary clerical support person for the C.E.O. of the District. Maintains calendar; organizes meetings; makes travel arrangement; frequently is clerical contract for members of the Board of Trustees. Often is office manager for support staff.

Position 13 -- Director of Learning Resources

General Duty Description: Has overall responsibility for the library, instructional technology and support services, distribution and maintenance of equipment and materials, instructional information systems, instructional computers and software, telecommunications and other instructional media, and the facilities that house such equipment and services.

POSITION 1: CHIEF EXECUTIVE OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	CHANCELLOR	116676	7440	
Contra Costa	CHANCELLOR	101216		
Foothill-DeAnza	CHANCELLOR	113432	9600	
Grossmont*	CHANCELLOR	111739		
Kern	CHANCELLOR	112433	4800	
Los Angeles	CHANCELLOR	119700	25649	
Los Rios	CHANCELLOR	97000	7050	
Marin*	SUPT/PRESIDENT	98478	6000	
North Orange*	CHANCELLOR	99500	3000	
Rancho Santiago	CHANCELLOR/PRESIDENT	102980	17450	
San Bernardino*	CHANCELLOR	98760	9600	
San Diego	CHANCELLOR	105105	4257	
San Francisco	CHANCELLOR SUPT	119500		
San Jose*	CHANCELLOR	102161		
South County	CHANCELLOR	95000	4800	
State Center	CHANCELLOR	115000	9120	
Ventura	CHANCELLOR	112320	5400	
West Valley	CHANCELLOR	103125	3600	
Yosemite	CHANCELLOR	109602		

POSITION 2: CHIEF BUSINESS OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	VC ADMIN SERVICES	88810	1320	
Contra Costa	DIST BUS/FACILITIES MGR	98016		
Foothill-DeAnza	DIR BUSINESS SVCS	100291		
Grossmont*	VC BUSINESS	100718		
Kern	BUSINESS MGR	83487	3000	
Los Angeles	VC BUSINESS SVCS	94221	3600	
Los Rios	AC BUSINESS SVCS	88500	2850	
Marin*	VP ADMIN SVCS	82164		50%
North Orange*	VC FINANCE & FACILITIES	85968	3000	
Rancho Santiago	VC/VP BUS AFF & FISC SVC	88838	9050	
San Bernardino*	CONTROLLER	79476		
San Diego	DIR BUSINESS SVCS	92040	1257	
San Francisco	VC BUSINESS	92272		
San Jose*	VC ADM SVCS	89744		
South County	VC BUSINESS SVCS	85320		
State Center	VC BUSINESS	84472	5200	
Ventura	VC ADMINISTRATIVE SVCS	93271		
West Valley	VC BUSINESS SVCS	86250	2400	
Yosemite	ASST CHANC BUSINESS SVCS	84449		

POSITION 3: DISTRICT PERSONNEL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	VC HUMAN RESOURCES	88810	1320	12 456789
Contra Costa	DIR PERS SVCS & EMP REL	93348		12 45678
Foothill-DeAnza	DIR HUMAN RESOURCES/AA	89754		12 456
Grossmont*	DIR PERSONNEL	76041		1234 789
Kern	ASST CHANC PERSONNEL	83487	3000	12 4567 9
Los Angeles	VC DIV HUMAN RESOURCES	94221	3600	12 4 6 89
Los Rios	DIR PERSONNEL SVCS	80280		12 4567
Marin*	AD DEAN HUM RES & LAB RE	75060		12 456 89
North Orange*	VC HUMAN RESOURCES	85968	3000	12 4567
Rancho Santiago	DIR PERSONNEL SVCS	84439	6650	12 456 8
San Bernardino*	PERSONNEL OFFICER	72906		12 4 678
San Diego	DIR PERS & ADMIN SVCS	84840	1257	123456789
San Francisco	VC PERSONNEL	92272		12 7
San Jose*	DIRECTOR PERSONNEL	61519		12 456789
South County	DIR PERS SVCS/EMP REL	66264		12 4567
State Center	VC PERSONNEL	85476	5200	12 4567 9 50%
Ventura	ASSOC VC PERSONNEL	84631		12 4 67
West Valley	DIR HUM RES/STAFF DIV	86043		12 5 78
Yosemite	ASST CHANC PERSONNEL SVC	84449		12 456789

POSITION 4: CAMPUS CHIEF EXECUTIVE OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	PRESIDENT	88810	1320	
Contra Costa	PRESIDENT	105096		
Foothill-DeAnza	PRESIDENT	96616	6000	
Grossmont*	PRESIDENT	100718		
Kern	PRESIDENT	92202	3000	
Los Angeles	PRESIDENT	90280	2500	
Los Rios	PRESIDENT	91667	4650	
Marin*	SEE SUPT/PRESIDENT			
North Orange*	PRESIDENT	85968	3000	
Rancho Santiago	PROVOST CONTINUING EDUC	84439	6650	
San Bernardino*	PRESIDENT	87339	3600	
San Diego	PRESIDENT II	91080	1257	
San Francisco	PROVOST/PRESIDENT	92272		
San Jose*	PRESIDENT	89744		
South County	DATA ERROR			
State Center	PRESIDENT	87420	5200	
Ventura	PRESIDENT	94999	4800	
West Valley	PRESIDENT	88000	2400	
Yosemite	PRESIDENT	88073		

POSITION 5: CAMPUS CHIEF INSTRUCTIONAL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	VP INSTRUCTION	77693	888	
Contra Costa	DEAN INSTRUCTION	98016		
Foothill-DeAnza	VP INSTRUCTION	95047		
Grossmont*	VP INSTRUCTION	89207		
Kern	DEAN INSTRUCTION	76352		
Los Angeles	VICE PRESIDENT	74946		
Los Rios	VP INSTRUCTION	80280		
Marin*	VP ACADEMIC AFFAIRS	82164		
North Orange*	VP INSTRUCTION	81095		
Rancho Santiago	VC/VP ACADEMIC AFFAIRS	91446	9050	
San Bernardino*	AD DEAN ACADEMIC AFFAIRS	73248		
San Diego	EXEC DEAN INSTRUCTION	80292	1257	
San Francisco	VC INSTRUCTION, CCSF	92272		
San Jose*	DEAN/PROVOST	79880		
South County	DEAN INSTRUCTION	78636		
State Center	DEAN INSTRUCTION	83157		
Ventura	VP INSTRUCTIONAL SVCS	84631		
West Valley	ACADEMIC DEAN	88633		
Yosemite	DEAN OF INSTRUCTION	77688		

POSITION 6: CAMPUS CHIEF STUDENT PERSONNEL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	VP STUDENT SERVICES	77693	792	123456789
Contra Costa	DEAN STUDENT SVCS	98016		1 3456789
Foothill-DeAnza	VP STUDENT SERVICES	95047		123456789
Grossmont*	VP STUDENT SVCS	89207		123456789
Kern	DEAN STUDENTS	76352		123456789
Los Angeles	DEAN	67468		
Los Rios	VP STUDENT SVCS	80280		123456789
Marin*	VP STUDENT & SPEC SVCS	82164		123456789
North Orange*	VP STUDENT PERS SVCS	81095		123456789
Rancho Santiago	VC/VP STUDENT AFF & COMM	88838	9050	123456789
San Bernardino*	AD DEAN STUDENT AFFAIRS	70182		12345678
San Diego	EXEC DEAN STUDENT SVCS	80292	1257	1 3 678
San Francisco	VC STUDENT SVCS, CCSF	92272		123456789
San Jose*	ASSOC DEAN ST SVCS & COU	70942		456789
South County	DEAN STUDENT PERSONNEL	78636		123456789 11
State Center	DEAN STUDENTS	83157		1234 6789
Ventura	VP STUDENT SVCS	84631		12345678
West Valley	DEAN STUDENT SVCS	83457		123456789
Yosemite	DEAN STUDENT SVCS	77688		123456789

POSITION 7: ADMISSIONS AND RECORDS DIRECTOR

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	ADM DEAN ADM & RECORDS	75113	360	
Contra Costa	DIR ADM & RECORDS	80328		
Foothill-DeAnza	DIR ADMISSIONS & RECORDS	79282		
Grossmont*	DIR ADM & RECORDS	79119		
Kern	ASSOC DEAN STUDENTS	76352		
Los Angeles	DEAN	67468		
Los Rios	DEAN ADM & RECORDS	74017		
Marin*	DIR ADM & RECORDS	54443		
North Orange*	DEAN RECORDS & ADM	76418		
Rancho Santiago	DEAN ADM & ENROLLMENT SV	80388	1250	
San Bernardino*	DIR ADM & RECORDS	53262		
San Diego	DIR INSTR & ST SVCS	84840	1257	
San Francisco	DEAN II, A&R, CCSF	84094		11.5
San Jose*	DIR ADM & RECORDS	74391		
South County	DIR ADM & RECORDS	66264		11
State Center	ASSOC DEAN ADM & REC	76924		
Ventura	REGISTRAR	39767		S
West Valley	ENROL MGR/REGISTRAR	60051		
Yosemite	ASSOC DEAN ADM & FIN AID	73248		

POSITION 8: LINE MANAGER FOR THE SOCIAL SCIENCES

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	DEAN SOCIAL SCIENCES	72626		
Contra Costa	DIVISION CHAIRPERSON		6554	10 50% NM
Foothill-DeAnza	DIVISION DEAN	84558		
Grossmont*	DEAN HUM & SOC SCIENCES	82334		
Kern	ASSOC DEAN INSTRUCTION	71937		20%
Los Angeles	ASST DEAN	65106		
Los Rios	DEAN SOCIAL SCI	68251		
Marin*	DEAN ARTS & SCIENCES	68863		30%
North Orange*	DIVISION DEAN	76418		11
Rancho Santiago	DEAN HUMANITIES & SOC SC	80388	1250	
San Bernardino*	DIV CHAIRPERSON SOC SCI	61643		11
San Diego	DEAN	69468	1257	
San Francisco	DEAN I, INSTRUCTION	76640		11.5
San Jose*	ASST DEAN SOC SCI/HUM	67653		50%
South County	CHAIR SOC SCI DIV	66264		11
State Center	ASSOC DEAN SOC SCI	76924		
Ventura	DIV DIRECTOR SOC SCI	71627		11
West Valley	INSTRUCTIONAL DEAN	83457		30%
Yosemite	DIVISION DEAN	69024		

POSITION 9: LINE MANAGER FOR CAMPUS ACCOUNTING FUNCTION

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	VP ADMIN SERVICES	77693	888	
Contra Costa	DIR BUSINESS SVCS	86628		
Foothill-DeAnza	DEAN ADMINISTRATIVE SVCS	89754		
Grossmont*	DIR ACCOUNTING	76041		
Kern	DIR BUSINESS SVCS	64818		
Los Angeles	COLLEGE FISCAL ADMIN	58529		
Los Rios	VP ADMINISTRATIVE SVCS	80280		
Marin*	DIR FISCAL SVCS	64357		60%
North Orange*	VP ADMIN SVCS	81095		
Rancho Santiago	DIR FISCAL SERVICES	75672	1250	
San Bernardino*	SEE POSITION 2			
San Diego	MANAGEMENT SVCS MGR	69468	1257	
San Francisco	CHIEF ACCOUNTANT--DIST	53638		
San Jose*	NO POSITION			
South County	CONTROLLER	66264		
State Center	DIR FINANCE	72530		
Ventura	VP ADMINSTRATIVE SVCS	84631		
West Valley	ASST VICE CHANC	86043		
Yosemite	ACCOUNTING MGR	65100		

POSITION 10: LINE MANAGER FOR CAMPUS MAINTENANCE AND OPERATIONS

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	DIR MAINT & OPERATIONS	66325	528	Ok
Contra Costa	BLDGS & GROUNDS MGR	69168		
Foothill-DeAnza	ASSOC DIR PLANT SVCS	79282		
Grossmont*	DIR DISTRICT MAINT	57909		
Kern	DIR MAINT & OPS	45343	3000	
Los Angeles	BLDG & GROUNDS ADMIN	63227		
Los Rios	ADM SVCS/OPS MGR	53587		
Marin*	DIR MAINT & OPS	54443		
North Orange*	DIST DIR FACIL CONT	71742		
Rancho Santiago	DIR MAINT & OPERATIONS	70956	1250	
San Bernardino*	DIST DIR M & O	62472		
San Diego	REGIONAL PLANT OFFICER	49056	248	S
San Francisco	VC PLANNING/RES/DEVELOP	92272		11.5
San Jose*	NO POSITION			
South County	MGR MAINT & OPS	58632		
State Center	PLANT FACILITIES MGR	60840		
Ventura	DIR MAINT & OPS	46325		
West Valley	MGR MAINT & OPS	74399		
Yosemite	DIR BLDGS & GRDS	56232		

POSITION 11: DIRECTOR OF COMPUTING

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	EX DIR DIST INFO SVCS	83021	1320	A
Contra Costa	DIR INFO SYSTEMS	93348		A
Foothill-DeAnza	INFO SYSTEMS & SVCS DIR	89724		A
Grossmont*	DIR INFO SYSTEMS	79119		B
Kern	DIR MGT INFO SYSTEMS	68795	3000	A
Los Angeles	DIR INFORMATON SYS	81797		
Los Rios	DIR COMPUTER SVCS	80280		A
Marin*	DIR COMPUTING SVCS	64537		A
North Orange*	DIR INFORMATION SVCS	77975		B
Rancho Santiago	AD DEAN INFO TECHNOLOGY	80388	1250	B
San Bernardino*	NO POSITION			
San Diego	CONTRACTED OUT			
San Francisco	DIR COMPUTER SVCS	84094		B 11.5
San Jose*	DIR DATA PROCESSING	72647		A
South County	MGR MGT INFO SYSTEMS	66264		
State Center	DIR DATA PROCESSING	72530		A
Ventura	ASSOC VC INF SYS & RES	84631		B
West Valley	DIR COMPUTER SVCS	78281		A
Yosemite	DIR DATA PROCESSING	61440		A

POSITION 12: SECRETARY TO CHIEF EXECUTIVE OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	SECTY TO CHANCELLOR	40176		C
Contra Costa	ADM ASST TO CHANCELLOR	53592		C
Foothill-DeAnza	CONF EXECUTIVE ASST	53381		C
Grossmont*	SECTY TO CHANCELLOR	42602		C
Kern	ADM SECTY, CHANC OFFICE	39070		C
Los Angeles	EXEC SECTY TO CHANC	45714		C
Los Rios	CONF EXEC SECTY	37185		C
Marin*	EXEC ASST TO SUPT/PR	61017		C 30%
North Orange*	EXEC ASST/BOARD SECTY	57712		
Rancho Santiago	SECTY TO THE CHANCELLOR	43092	1250	C
San Bernardino*	EXEC SECTY III	38664		C 90%
San Diego	SECTY TO CHANCELLOR	36960	248	C
San Francisco	CONF SECTY TO SUPT	46800		C
San Jose*	SECTY TO SUPERINTENDENT	45321		C
South County	EX ASST TO CHANCELLOR	40176		C
State Center	EXEC SECTY TO CHANCELLOR	38089		C
Ventura	EXECUTIVE ASSISTANT	39767		
West Valley	SECTY TO CHANCELLOR	41460		C
Yosemite	SECTY TO CHANCELLOR	38484		C

POSITION 13: DIRECTOR OF LEARNING RESOURCES

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Coast	DEAN LEARNING RESOURCES	72626	264	12 4
Contra Costa	DIR LEARNING RESOURCES	88788		123 67
Foothill-DeAnza	ASSOC DEAN LEARNING RES	89724		1234 78
Grossmont*	DIR LEARNING RESOURCES	68379		123 5678
Kern	DIR LIBRARY MEDIA SVCS			1234567 9 NM
Los Angeles	NO POSITION			
Los Rios	DEAN LEARNING RESOURCES	68251		1234567
Marin*	DEAN LEARNING RESOURCES	68863		1234 8
North Orange*	DEAN LEARNING RES/LIBRAR	76418		123 78
Rancho Santiago	DEAN LEARNING RESOURCES	80388	1250	123 5 89
San Bernardino*	DIR LIBRARY	67098		12345 9
San Diego	DEAN	69468	1143	1234567
San Francisco	DEAN I	76640		123 9
San Jose*	ASSOC PROVOST INST SVCS	70942		1234 7
South County	ASSOC DEAN INST-LEARN RE	72480		123456789
State Center	ASSOC DEAN LEARNING RES	76924		12345 789
Ventura	DIR LIB SVCS/LEARN RES	77720		1234
West Valley	NO POSITION			
Yosemite	DIR LIBRARY SVCS (COL)	69024		123 789 11

SINGLE-CAMPUS DISTRICTS
COMPARATIVE DEMOGRAPHIC DATA

* * * * *

	STAFF					
	-MANAGERS-				BUDGET	
	CERT	CLASS	CERT	CLASS	($MILL.)	ADA
Allan Hancock	17	7	115	129	24.3	6660
Antelope Valley	16	10	106	103	14.2	5149
Barstow	NO DATA PROVIDED					
Butte	23	0	153	183	28.1	8372
Cabrillo	19	14	195	185	30.0	7568
Cerritos	22	25	245	303	50.0	11977
Chaffey	20	17	190	200	24.0	8558
Citrus	10	13	121	208	20.0	7357
Compton	21	6	86	126	178.6	3121
Desert	12	1	116	120	23.7	5082
El Camino	24	11	328	382	63.4	14052
Feather River	3	0	18	0	3.2	602
Fremont-Newark	21	16	133	139	20.0	5278
Gavilan	NO DATA PROVIDED					
Glendale	16	15	320	249	31.0	9580
Hartnell	18	13	92	129	21.0	4637
Imperial*						3411
Lake Tahoe	6	5	21	24	5.0	891
Lassen	8	10	50	43	11.0	2519
Long Beach	21	6	307	375	77.0	16827
Mendocino	11	9	45	71	9.0	1804
Merced	7	6	123	220	22.0	6449
Mira Costa	12	9	88	204	25.0	6320
Monterey Peninsula	14	10	120	159	20.0	5185
Mt. San Antonio	33	30	295	321	63.0	18087
Mt. San Jacinto	8	4	46	56	10.3	3006
Napa	17	7	102	130	14.5	4473
Palo Verde*	6	1	12	15	3.0	627
Palomar	27	18	270	322	53.0	12431
Pasadena	37	12	368	325	81.7	16891
Redwoods	20	18	100	187	17.0	4929
Rio Hondo	29	11	187	217	36.0	10306
Riverside	22	24	184	235	76.0	12041
San Joaquin Delta	34	25	231	296	58.0	12856
San Luis Obispo	8	13	123	145	24.6	5002
Santa Barbara	13	20	190	210	32.0	10117
Santa Clarita	10	0	67	82	12.3	3568
Santa Monica	29	30	272	368	53.8	12031
Sequoias	12	7	154	142	17.9	5612
Shasta-Tehama	24	2	130	166	24.0	5837
Sierra	20	0	146	158	32.0	7180
Siskiyou	11	1	57	62	6.4	1931
Solano	23	24	141	124	26.0	6254
Sonoma	40	27	304	428	56.0	14696
Southwestern	24	11	215	273	39.0	9704
Victor Valley	7	19	72	73	11.0	4408
West Hills*	11	12	48	54	7.6	1477
West Kern	4	0	24	64	5.5	510
Yuba	NO DATA PROVIDED					

Note: * -- Salaries indeterminant at time of printing.

POSITION DESCRIPTIONS
SINGLE CAMPUS DISTRICTS

Position 1 -- Chief Executive Officer

General Duty Description: Has overall responsibility for the operation of the district, and, often, the operation of the campus. Speaks directly to the Board of Trustees on all matters and has the role of conveying the Board's decisions to the administration and other staff. Has primary responsibility for the development of policy and the implementation of all district policies. Has a considerable public relations role in communicating to the district and the community.

Position 2 -- Chief Instructional Officer

General Duty Description: Usually reports to the Chief Executive Officer and has primary responsibility for the academic program of the district and the college. This is the key policy position for the instructional program. In smaller districts, may have the direct operation control of the program. In larger districts, supervises the program through upper and/or middle managers.

Position 3 -- Chief Business Officer

General Duty Description: Usually reports to the C.E.O. and has responsibility for all phases of budget development and budget management. Supervises (directly or indirectly) the operations of all business functions (accounting, purchasing, etc.)

Position 4 -- District Personnel Officer

General Duty Description: This position controls and supervises the district personnel operation at the policy level. It may include supervision of recruitment, employment, position classification, affirmative action, record keeping, payroll, collective bargaining, training, and grievance functions. Usually reports to the Superintendent, Assistant Superintendent or Vice President.

Position 5 -- Chief Student Personnel Officer

General Duty Description: This position controls and supervises the non-academic services to students. It may include supervision of the counseling, student affairs, financial aids and student records functions.

Position 6 -- Admissions and Records Director

General Duty Description: Provides overall direct supervision of that portion of student services dealing with the admission and registration of students and maintenance of their records. Usually is the final judge of technical questions related to admission. Most likely reports to a vice president or a dean.

Position 7 -- Line Manager for the Social Sciences

General Duty Description: Has responsibility for maintain the program in the Social Sciences (usual at least Psychology, Sociology, Political Science, History, Anthropology, etc.) by coordinating the curricular efforts in those disciplines. Provides direct supervision of the teaching staff, including evaluation, schedule development, minor discipline, teacher-student dispute resolution, and the like.

Position 8 -- Line Manager for Accounting Function

General Duty Description: In a large district this position probably will report to a policy-level manager. Has operating control of the accounting function, including supervision of those responsible for disbursing funds, maintain financial records, accounts payable and receivable, and payroll.

Position 9 -- Line Manager of Maintenance and Operations

General Duty Description: Has the direct supervision of the daily operation of plant maintenance and operations. Often supervises leadperson in custodial, trades, and grounds.

Position 10 -- Director of Computing

General Duty Description: Plans, organizes and supervises the **administrative** computing function of a district. This position also may provide the above services for the instructional computing system of the district. This position normally is occupied by an expert in the computing field. Acts as liaison between campus users and administrative computing services. Usually reports to the Superintendent , Assistant Superintendent or Vice President.

Position 11 -- Secretary to Chief Executive Officer

General Duty Description: This position serves as the primary clerical support person for the C.E.O. of the District. Maintains calendar; organizes meetings; makes travel arrangement; frequently is clerical contract for members of the Board of Trustees. Often is office manager for support staff.

Position 12 -- Director of Learning Resources

General Duty Description: Has overall responsibility for the library, instructional technology and support services, distribution and maintenance of equipment and materials, instructional information systems, instructional computers and software, telecommunications and other instructional media, and the facilities that house such equipment and services.

POSITION 1: CHIEF EXECUTIVE OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	PRESIDENT			
Antelope Valley	SUPERINTENDENT/PRES	92064	3600	
Butte	SUPERINTENDENT/PRES	89500	3600	
Cabrillo	SUPERINTENDENT/PRES	89841	14580	
Cerritos	PRES-SUPERINTENDENT	106260	3000	
Chaffey	PRES/SUPERINTENDENT	92064	6000	
Citrus	SUPERINTENDENT/PRES	94466	3000	
Compton	PRES/SUPERINTENDENT	84533	3480	
Desert	SUPERINTENDENT/PRES	91575	15400	
El Camino	SUPERINTENDENT/PRES	100000	6000	
Feather River	PRESIDENT	82150	2471	
Fremont-Newark	PRES/SUPERINTENDENT	94266		
Glendale	PRESIDENT	99000	4800	
Hartnell	SUPERINTENDENT/PRES	95400	6000	
Imperial*	SUPERINTENDENT/PRES	73500	3000	
Lake Tahoe	SUPERINTENDENT/PRES	82500	5400	
Lassen	DIST SUPT/PRES	80000		
Long Beach	SUPERINDENDENT-PRES	101145	3600	
Mendocino	SUPERINTENDENT/PRES	80000		
Merced	SUPERINTENDENT/PRES	88000	4800	
Mira Costa	SUPERINTENDENT/PRES	97039	5400	
Monterey Peninsula	SUPERINTENDENT/PRES	88946	10152	
Mt. San Antonio	SUPERINTENDENT/PRES	121523		
Mt. San Jacinto	SUPERINTENDENT/PRES	92000	3000	
Napa	SUPERINTENDENT & PRES	89934	4500	
Palo Verde*	SUPERINTENDENT/PRES	65000		
Palomar	SUPERINTENDENT/PRES	100839	10800	
Pasadena	SUPERINTENDENT-PRES	106000	5100	
Redwoods	SUPERINTENDENT/PRES	89964	5400	
Rio Hondo	SUPERINTENDENT/PRES	99652	4800	
Riverside	SUPERINTENDENT/PRES	112000	6000	
San Joaquin Delta	SUPERINTENDENT/PRES	105000	8000	
San Luis Obispo	SUPERINTENDENT/PRES	88240	5500	
Santa Barbara	SUPERINTENDENT-PRES	95239	7975	
Santa Clarita	SUPERINTENDENT-PRES	105000	18500	
Santa Monica	SUPERINTENDENT/PRES	105011	6900	
Sequoias	SUPERINTENDENT/PRES	90500	3000	
Shasta-Tehama	SUPERINTENDENT/PRES	90458		
Sierra	PRES/SUPERINTENDENT	104529	3500	
Siskiyou	SUPERINTENDENT/PRES	87530		
Solano	SUPERINTENDENT/PRES	82500		
Sonoma	SUPERINTENDENT/PRES	114000	12000	
Southwestern	SUPERINTENDENT/PRES	105933	1200	
Victor Valley	SUPERINTENDENT/PRES	90000	9200	
West Hills*	SUPERINTENDENT/PRES	70000	4800	
West Kern	SUPERINTENDENT/PRES	87915	2020	

POSITION 2: CHIEF INSTRUCTIONAL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	ASSOC SUPT/VP AC AFF	78319		
Antelope Valley	VP ACADEMIC AFFAIRS	79271		
Butte	ASST SUP/VP INSTRUCTION	78447	2400	
Cabrillo	VP/ASST SUP INSTRUCTION	78348	3235	
Cerritos	VP INST SVCS/ASST SUP	87948	1500	
Chaffey	EXEC VP EDUC SVCS	83980	1800	
Citrus	EXEC VICE PRESIDENT	85961		
Compton	DEAN/AS INST/CURRICULUM	66083	3480	11.5
Desert	VP EDUCATIONAL SVCS	80710		
El Camino	VP INSTRUCTION	84107	3600	
Feather River	DEAN OF THE COLLEGE	60000		
Fremont-Newark	VP INSTRUCTION	81914		
Glendale	EX VP INSTRUCTIONAL SVCS	87228		
Hartnell	VP INSTRUCTION/AS	76597	2400	
Imperial*	VP ACADEMIC SERVICES	74621		
Lake Tahoe	VP ACAD AFF & ST SVCS	67510	3300	50%
Lassen	AS/VP INSTRUCTION	62068		
Long Beach	VP ACADEMIC AFFAIRS	87758	2400	
Mendocino	EXEC DEAN INSTRUCTION	66389		
Merced	VP INSTRUCTION	82564		
Mira Costa	VP INSTRUCTIONAL SVCS	84728		
Monterey Peninsula	AS/VP INST & ST SVCS	82500	5352	
Mt. San Antonio	VP/AS INST&STUDENT SVC	94141	3000	
Mt. San Jacinto	DEAN INSTRUCTION	71763		
Napa	VP INSTR & STUDENT SVC	77128		
Palo Verde*	DEAN OF COLLEGE	61000		
Palomar	VP INSTRUCTION/ASST SUP	76600	2400	
Pasadena	ASST SUP EDUCATIONAL SVC	93000		
Redwoods	EXEC VICE PRESIDENT	77772		
Rio Hondo	AS/VP ACADEMIC SVCS	88860	1800	
Riverside	AS/VP ACADEMIC SVCS	85999	3000	
San Joaquin Delta	ASST SUPERINTENDENT/VP	86177	3600	
San Luis Obispo	VP/AS EDUCATIONAL SVCS	76487		
Santa Barbara	VP ACADEMIC AFFAIRS	79094		
Santa Clarita	VP-DEAN INSTRUCTION	89250	2880	
Santa Monica	DS EDUCATION	78790	1034	
Sequoias	VP INSTRUCTION	75897		
Shasta-Tehama	AS/VP INSTRUCTION	80260		
Sierra	VP EDUCATIONAL SVCS	77875		
Siskiyou	VP INSTRUCTION	67964		
Solano	DEAN ACADEMIC AFFAIRS	81132		
Sonoma	VP ACADEMIC AFFAIRS	89712	1080	
Southwestern	VP ACADEMIC AFFAIRS	84588		
Victor Valley	VP INSTRUCTIONAL SVCS	75468	900	
West Hills*	DEAN INSTRUCTIONAL SVCS	62973	1500	
West Kern	INTERIM DEAN INSTRUCTION	55500	1300	60%

POSITION 3: CHIEF BUSINESS OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	VP ADMINISTRATIVE SVCS	76511		
Antelope Valley	VP OFFICE BUS SVCS	79271		
Butte	DEP SUPT BUSINESS/PERSON	78447	2400	
Cabrillo	VP/ASST SUP BUS SVCS	78348	3235	
Cerritos	VP BUS SVCS/ASST SUP	93768	1500	
Chaffey	VP BUSINESS SVCS	77606	1800	
Citrus	DEAN ADM & CULT SVCS	74562		
Compton	DEAN/AS BUSINESS AFFAIRS	70047	3480	11.5
Desert	VP ADMINISTRATIVE SVCS	80710		
El Camino	VP ADMIN SVCS	84107	3600	
Feather River	BUSINESS MGR	50085	800	
Fremont-Newark	VP BUSINESS SVCS	81914		
Glendale	VP ADMINISTRATIVE SVCS	87228		
Hartnell	VP FISCAL/MGT SVCS/AS	76597	2400	
Imperial*	VP BUSINESS SERVICES	74621		
Lake Tahoe	DEAN BUSINESS SVCS	67510	3300	
Lassen	BUSINESS MANAGER	64063		
Long Beach	VP ADMIN SVCS	87758	2400	
Mendocino	DEAN BUSINESS	66389		
Merced	VP ADMIN SVCS	82564		
Mira Costa	VP BUSINESS SVCS	84728		
Monterey Peninsula	VP ADMINISTRATIVE SVCS	79128	4800	
Mt. San Antonio	VP/AS BUSINESS SVCS	94141	3000	
Mt. San Jacinto	DEAN BUSINESS SVCS	71763		
Napa	VP BUS & FINANCE	77128		
Palo Verde*	DIR BUSINESS SVCS	48000		
Palomar	VP FINANCE & AD SVCS/AS	83760	2400	
Pasadena	ASST SUP ADMIN SVCS	93000		
Redwoods	VP BUSINESS SVCS	75912		
Rio Hondo	VP ADMIN SVCS	86700	1800	
Riverside	ASST SUP/BUSINESS MGR	85999	3000	
San Joaquin Delta	BUSINESS MGR	82878		
San Luis Obispo	VP/AS BUSINESS SVCS	76487		
Santa Barbara	BUSINESS MGR	79620		
Santa Clarita	DEAN BUSINESS SVCS	71532	1680	
Santa Monica	DS ADMINSTRATION	95987	1034	
Sequoias	VP ADMIN SVCS	75897		
Shasta-Tehama	VP BUSINESS SVCS	78450		
Sierra	VP FIN & ADMIN	83350		
Siskiyou	AS BUSINESS SVCS	67964		
Solano	DEAN ADMIN & BUS SVCS	81132		
Sonoma	VP BUSINESS SVCS	89712	1080	
Southwestern	VP BUSINESS SVCS	84588		
Victor Valley	UNDER REVIEW			
West Hills*	DEAN ADMIN SVCS	62973	900	
West Kern	DEAN FISCAL AFFAIRS	68320	1300	48%

POSITION 4: DISTRICT PERSONNEL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DIR PERSONNEL SVCS	62052		12 4 67 9
Antelope Valley	DIR HUMAN RES/EMP REL	71740		12 456789
Butte	DIR HUMAN RESOURCES	64796		12 4 6
Cabrillo	DIR PERSONELL & HR	61404		12 45678
Cerritos	DIR PERSONNEL SVCS	81804	1200	12 45678
Chaffey	VP HUMAN RESOURCES	77424	1800	12 456789
Citrus	DIR PERSONNEL	67810		1234 67 9
Compton	DIR CLASSIFIED PERS	43912	3480	12 4 11.5
Desert	DIR PERSONNEL	65540		12 4 67 9
El Camino	DIR PERSONNEL SVCS	80343		12 4 67 9
Feather River	STAFF SPEC-PERSONNEL	32988	675	C
Fremont-Newark	ASST TO PRESIDENT	77348		12 4567 50%
Glendale	ADM DEAN HUMAN RES	83040		12 4567
Hartnell	DIR PERSONNEL/AA	70837		12 456789
Imperial*	DIR PERS SERVICES	45500		12 5 9 S
Lake Tahoe	DIR PERSONNEL	32568		12 45 89 S
Lassen	NO POSITION			
Long Beach	DEAN PERSONNEL SVCS	81449	1500	12 4 67
Mendocino	DIR PERSONNEL SVCS	46312		12 456789
Merced	VP PERSONNEL SVCS	82564		12 456 8
Mira Costa	DIR PERSONNEL	70425		12345 789
Monterey Peninsula	DIR HUM RES/AFF ACTION	51888		12 456789
Mt. San Antonio	DIR PERSONNEL	84240		12 456
Mt. San Jacinto	DIR PERS SVCS	63572		12 456789
Napa	DEAN HUMAN RES	66816		12 4567
Palo Verde*	NO POSITION			
Palomar	DIR HUM RES & AFF ACT	84827		12 456789
Pasadena	DEAN PERSONNEL SVCS	87085		12 4 678
Redwoods	DIR PERSONNEL SVCS	62640		12 456 9
Rio Hondo	DIR HUMAN RESOURCES	76644		123456789
Riverside	DIR PERSONNEL SVCS	52290		12 4 7
San Joaquin Delta	DIR HUMAN RESOURCES	73751		1234 678
San Luis Obispo	DIR PERSONNEL/AA	60144		12 456 9
Santa Barbara	DIR PERSONNEL SVCS	75828		12 45678
Santa Clarita	DEAN PERS & COMM SVC	71532	1380	12 45 7 60%
Santa Monica	AS HUMAN RESOURCES	89960	4400	12 4567
Sequoias	DIR PERSONNEL SVCS	70478		123456789
Shasta-Tehama	PERSONNEL OFFICER/AAO	68748		12 45 789
Sierra	DIR HUMAN RES	75006		12 4 6789
Siskiyou	ADM ASST PERS/AA	48048		123456789 S
Solano	DIR PERSONNEL & EMP REL	81132		1234567
Sonoma	DIR PERSONNEL SVCS	69300		12 456789
Southwestern	DIR PERSONNEL SVCS	54216		123456 8
Victor Valley	DIR PERSONNEL	59040		12 456 89
West Hills*	DIR PERSONNEL SVCS	35544		12 456789
West Kern	AAO & PERSONNEL DIR	61100	1300	12 456 11 40%

POSITION 5: CHIEF STUDENT PERSONNEL OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS	
Allan Hancock	VP STUDENT SERVICES	76511		123456789	
Antelope Valley	VP STUDENT SVCS	79271		1234567	
Butte	ASST SUP/VP STUDENT SERV	78447	2400	123456789	
Cabrillo	DEAN STUDENT SVCS	71064		123456 8	
Cerritos	VP STUDENT SVCS	87948	1500	123456789	
Chaffey	DEAN EDUCATIONAL SVCS	72005		123 56 89	
Citrus	VP STUDENT SVCS	85961		456789	
Compton	DEAN/AS STUDENT AFFAIRS	70047	3480	12345678	11.5
Desert	DEAN STUDENT SVCS	66589	300	123456 8	
El Camino	DEAN STUDENT SVCS	80343		56 89	
Feather River	SEE POSITION TWO				
Fremont-Newark	VP STUDENT SVCS	81914		123456789	
Glendale	SAME AS POSITION 12	87228			
Hartnell	VP STUD SVCS/COU/ADM	76597		123456789	
Imperial*	VP COUNSELING SVCS	74621		4 7	
Lake Tahoe	VP ACAD AFF & ST SVCS	67510	3300	12345678	50%
Lassen	DEAN STUDENT PERS SVCS	59817		123456789	
Long Beach	VP STUDENT SVCS	87758	2400	123456789	
Mendocino	ASSOC DEAN STUDENTS	61401		12345678	
Merced	VP STUDENT PERSONNEL	82564		123456789	
Mira Costa	VP STUDENT SVCS	84728		123456789	
Monterey Peninsula	SEE POSITION TWO			12345678	
Mt. San Antonio	DEAN STUDENT SVCS	84240		123456789	
Mt. San Jacinto	DEAN STUDENT SVCS	71763		123456789	
Napa	DEAN STUDENT & ENR SVC	66816		123456789	
Palo Verde*	NO POSITION				
Palomar	VP STUDENT SRVCS/AS	82845	2400	123456 89	
Pasadena	DEAN STUDENT SVCS	87085		123456789	
Redwoods	DEAN STUDENT SVCS	72312		123456789	
Rio Hondo	VP STUDENT SVCS	86700	1800	123456789	
Riverside	AS/VP STUDENT SVCS	85999	3000	123456789	
San Joaquin Delta	DEAN STUDENT SVCS	82878		1234 6789	
San Luis Obispo	VP/AS STUDENT SVCS	76487		3456789	
Santa Barbara	VP STUDENT AFFAIRS	79094		123456789	
Santa Clarita	DEAN STUDENT SVCS	71532	1680	123456789	
Santa Monica	VP COMMUNITY RELATIONS	84897	1034	12345678	
Sequoias	VP STUDENT SVCS	75897		1234567	
Shasta-Tehama	VP STUDENT PERS SVCS	78450		123456 89	
Sierra	DEAN STUDENT SUPP SVCS	75006		123 56 8	
Siskiyou	VP STUDENT SVCS	67964		123456789	
Solano	DEAN STUDENT SVCS	81132			
Sonoma	DEAN STUDENT SVCS	82044	1080	123456789	
Southwestern	VP STUDENT SVCS	84588		123456789	
Victor Valley	VP STUDENT SVCS	75468	900	123456789	
West Hills*	DEAN STUDENT SVCS	62793	1500	12345678	
West Kern	DEAN STUDENT SVCS & EVE	69315	1300	1 3456 8	

POSITION 6: ADMISSIONS AND RECORDS DIRECTOR

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	REGISTRAR	62052		
Antelope Valley	DIR ADM & RECORDS	71740		
Butte	DIR I ADM & RECORDS	64796		
Cabrillo	REGISTRAR	53040		
Cerritos	DIR ADM & RECORDS	59448		
Chaffey	DIR ADM & RECORDS/COUNS	63516		
Citrus	ASSOC DEAN ADM & REC	69460		
Compton	ASSOC DEAN ENROL SVC/COU	59269	3480	11.5 S
Desert	DIR ADM & REC & FIN AID	61925		
El Camino	DIR/REGISTRAR, A&R	76145		
Feather River	DIR ADM & RECORDS	44000		NM
Fremont-Newark	REGISTRAR	61583		
Glendale	DEAN ADM & RECORDS	75216		
Hartnell	DIR ADM & RECORDS	67905		
Imperial*	DEAN ADM & STUD ACTS	70215		S
Lake Tahoe	DIR ADM & RECORDS	36816		S
Lassen	REGISTRAR	33108		S
Long Beach	DEAN ADM & RECORDS	81449	2400	
Mendocino	REGISTRAR	36312		
Merced	DEAN ADM & REC	67352		
Mira Costa	REGISTRAR	53071		
Monterey Peninsula	DIR ADM & RECORDS	45600		
Mt. San Antonio	DIR ADM & RECORDS	74328		
Mt. San Jacinto	DIR ADM & RECORDS	52176		
Napa	ASST DEAN, A & R	52322		
Palo Verde*	REGISTRAR	36216		NM
Palomar	DIR ADM & RECORDS	62890		
Pasadena	ASSOC DEAN ADM & REC	83487		
Redwoods	NO POSITION			
Rio Hondo	DIV DEAN ADM & RECORDS	76644		
Riverside	DIR ENROLLMENT SVCS	52290		
San Joaquin Delta	REGISTRAR	53828		
San Luis Obispo	DEAN STUDENT SVCS	69058		
Santa Barbara	ASST DEAN ADM & REC	63513		
Santa Clarita	NO POSITION			
Santa Monica	DEAN ADMISSION & RECORDS	80090	275	
Sequoias	DEAN ADM & RECORDS	70478		
Shasta-Tehama	ADM & REC OFFICE MGR	38662		S
Sierra	ASST DEAN ADM & REC	71504		
Siskiyou	ADM ASST REGISTRAR	48048		S
Solano	ASST DEAN ADM & RECORDS	75912		
Sonoma	ASST DEAN ADM & REC	74124		
Southwestern	DIR ADMISSION & REC	51612		
Victor Valley	DIR ADM & RECORDS	59040		
West Hills*	REGISTRAR	35544		S
West Kern	FINANCIAL AID/ADM OFFICE	34200		S

POSITION 7: LINE MANAGER FOR THE SOCIAL SCIENCES

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DEAN ACADEMIC AFFAIRS	69282		
Antelope Valley	DEAN SOCIAL SCIENCES	71740		
Butte	DC SOCIAL SCIENCE	60395		NM 10 50
Cabrillo	DIVISION CHAIR	64464		11
Cerritos	INSTR DEAN-DIVISIONS	77328		
Chaffey	DIV CHAIRPERSON SOC SCI	60848		11 NM 47%
Citrus	NO POSITION			
Compton	ASSOC DEAN	50764	3480	11.5 S
Desert	DIV CHAIRPERSON	58101		10 NM
El Camino	DEAN BEHAVORIAL SCI	80343		
Feather River	NO POSITION			
Fremont-Newark	DEAN VOC ED & INST SPT	77348		
Glendale	DIV CHAIRPERSON	58737		10 NM 60%
Hartnell	DEAN FINE ARTS/SOC SCI/L	70837		
Imperial*	CH DIV SOCIAL SCI	47035		10 40%
Lake Tahoe	ASSOCIATE DEAN	63505	3300	
Lassen	NO POSITION			
Long Beach	INSTRUCTIONAL DEAN	76402	1500	
Mendocino	ASSOC DEAN INSTRUCTION	61401		
Merced	DIVISION CHAIRPERSON	57850		10 NM 53%
Mira Costa	NO POSITION			
Monterey Peninsula	NOT APPLICABLE			
Mt. San Antonio	DIV DEAN HUMANITIES	79272		
Mt. San Jacinto	DEAN PLANNING & DEV	71763		
Napa	DIVISION CHAIR	55276		10 NM 50%
Palo Verde*	NO POSITION			
Palomar	DIVSION DEAN	68608		
Pasadena	DEPARTMENT CHAIRPERSON	76529		
Redwoods	DIV CHAIRPERSON HUM	50780		10 34%
Rio Hondo	DIV DEAN SOCIAL SCIENCE	76644		
Riverside	DEAN HUM & SOCIAL SCIENC	74078		
San Joaquin Delta	DIV CHAIRPERSON SOC SCI	73751		75%
San Luis Obispo	DEAN INST--HUMANITIES	69058		33%
Santa Barbara	NO POSITION			
Santa Clarita	DIV CHAIR SOC & BEH SCI	58420		10 NM 50%
Santa Monica	DIVISION DEAN	80090	550	
Sequoias	NO POSITION			
Shasta-Tehama	DIVISION DIR	67683		
Sierra	DEAN SOCIAL SCI	75006		
Siskiyou	AREA DIRECTOR	63940		10 NM 20%
Solano	DIVISION CHAIR SOCIAL SC	75912		
Sonoma	DEAN LIBERAL ARTS	82044	1080	
Southwestern	DIVISION DEAN	78900		
Victor Valley	DIV DEAN ARTS,LTRS,SCI	66696		
West Hills*	DIV CHAIRPERSON/HUMANITI	50796		10
West Kern	NO POSITION			

POSITION 8: LINE MANAGER FOR ACCOUNTING FUNCTION

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DIR BUSINESS SVCS	53016		
Antelope Valley	DIR BUSINESS SERVICES	48381		
Butte	DIR FIN/PAY OR DIR ACCT/	53564		
Cabrillo	BUDGET ANAL.ACCT	41556		
Cerritos	CONTROLLER	63924		
Chaffey	DIR FISCAL SVCS	59760		
Citrus	COMPTROLLER	74562		38
Compton	SAME AS POSITION 3			
Desert	SUP ACCTG SVCS	49606		S
El Camino	BUSINESS MGR	76145		
Feather River	NO POSITION			
Fremont-Newark	DIR FISCAL SVCS	59394		
Glendale	DIR ACCOUNTING & BUDG	63264		
Hartnell	CONTROLLER/CHIEF ACCT	64973		
Imperial*	NO POSITION			
Lake Tahoe	DIRECTOR ACCOUNTING	36816		S
Lassen	ACCOUNTANT III	35538		S
Long Beach	DIR FISCAL AFFAIRS	73878	1500	
Mendocino	DIR FISCAL SERVICES	46312		
Merced	DIR FISCAL SVCS	47088		
Mira Costa	DIR FINANCE	74763		
Monterey Peninsula	DIR FISCAL SVCS	49812		
Mt. San Antonio	DIR BUDGET & ACCTS	74328		
Mt. San Jacinto	DIR FISCAL SVCS	56188		
Napa	DIR FISCAL SVCS	57696		
Palo Verde*	NO POSITION			
Palomar	DIR FISCAL SVCS	68138		
Pasadena	DIR FISCAL SERVICES	67576		
Redwoods	DIR FISCAL SVCS	59484		
Rio Hondo	BUSINESS MANAGER	62892		
Riverside	DIR BUSINESS SVCS	77856		
San Joaquin Delta	DIR FINANCIAL SVC	65803		
San Luis Obispo	DIR FISCAL SVCS & PURCH	51960		
Santa Barbara	NO POSITION			
Santa Clarita	ACCOUNTING SUP	43704		S
Santa Monica	FISCAL SVCS ADMIN	91752	550	
Sequoias	NO POSITION			
Shasta-Tehama	BUSINESS OFFICE SUP	43341		S
Sierra	BUSINESS SVCS SUP	57089		S
Siskiyou	ADMIN ASST ACCOUNTING	48048		S
Solano	DIST ACCOUNTANT/BUDG OFF	56781		
Sonoma	DIST ACCT/INT AUDITOR	51432		S
Southwestern	DIR ACCOUNTING	51612		
Victor Valley	DIR BUSINESS SVCS	59040		
West Hills*	DIR ACCOUNTING SVCS	35544		
West Kern	NO POSITION			

POSITION 9: LINE MANAGER OF MAINTENANCE AND OPERATIONS

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DIR PLANT SERVICES	51208		
Antelope Valley	DIR FACILITIES	48381		
Butte	DIR I ADMIN SVCS	64796		
Cabrillo	MGR MAINT & OPERATIONS	55692	3500	
Cerritos	DIR MAINT OPS TRANS & GD	63924		
Chaffey	DIR MAINT/OPERATIONS	58561		
Citrus	DIR MAINT & OPERATIONS	58917		
Compton	DIR MAINT & OPS	41427	3480	11.5
Desert	DIR MAINT & OPERATIONS	60903		S
El Camino	DIR FACIL PLAN & SVCS	76145		
Feather River	SUP MAINT & OPERATIONS	31500	675	S
Fremont-Newark	DIR BUILDINGS & GRDS	69496		
Glendale	DIR FACILITIES	69852		
Hartnell	MGR MAINT & OPERATIONS	50427		
Imperial*	DIR PLANT OPERATIONS	36048		S
Lake Tahoe	DIR MAINT & OPERATIONS	28140		S
Lassen	MAINTENANCE SUPER	41532		S
Long Beach	MGR MAINT & OPERATIONS	61932		
Mendocino	DIR MAINT & OPERATIONS	46312		
Merced	DIR OPERATIONS	40668		
Mira Costa	DIR FACILITIES	68255		
Monterey Peninsula	DIR PLANT SVCS	55644		
Mt. San Antonio	DIR PHYSICAL PLANT	64428		
Mt. San Jacinto	DIR FACILITIES	52176		
Napa	DIR FAC PLAN SVCS	60588	3200	
Palo Verde*	DIR MAINT CUST & GRDS	36216		S
Palomar	DIR BLDGS & GROUNDS	63303		
Pasadena	DIR FACILITIES & ENG SVC	80136		
Redwoods	DIR FACILITIES & GRDS	52632		
Rio Hondo	DIR FACILITIES SVCS	64464		
Riverside	DIR FACILITIES	77856		
San Joaquin Delta	DIR MAINT & OPERATIONS	58282		
San Luis Obispo	DIR BUILDING M&O	47148		
Santa Barbara	ASST DIR FACIL & OPS	43896		
Santa Clarita	DIR FACILITIES	58512		S
Santa Monica	NO POSITION			
Sequoias	DIRECTOR	63849		
Shasta-Tehama	SUP BUILDING & GROUNDS	64834		
Sierra	PLANT OPERATIONS SUP	57089		S
Siskiyou	DIR BLDGS/GROUNDS	61896		S
Solano	DIR MAINT & OPERATIONS	70506		
Sonoma	DIR BLDGS & GROUNDS	65400		
Southwestern	DIR BUSINESS & OPERATION	67716		
Victor Valley	DIR MAINT & OPERATIONS	48432		
West Hills*	DIR MAINT & OPERATIONS	39144		
West Kern	SUP MAINT & OPERATIONS	45850	3500	S

POSITION 10: DIRECTOR OF COMPUTING

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DIR COMPUTER SERVICES	63860		B
Antelope Valley	DATA PROCESSING MGR	36872		I S
Butte	DIR II ADMIN COMP CTR	58856		B
Cabrillo	MGR COMPUTER SVCS	61404		A
Cerritos	DIR DATA PROCESSING	72324		B
Chaffey	DIR COMPUTING SVCS	64027		
Citrus	DIR COMPUTER CENTER	58917		B
Compton	DIR MGT INFO SYSTEMS	45369	3480	11.5 B
Desert	POSITION ELIMINATED			
El Camino	DIR INFORMATION SVCS	80343		A
Feather River	SEE POSITION SIX			B
Fremont-Newark	DIR INFORMATION SYS	70841		A
Glendale	DIR DATA PROCESSING	71592		A
Hartnell	DIR COMPUTER SYSTEMS	67905		B
Imperial*	INFO SYSTEM SUP	44460		S
Lake Tahoe	DIR COMPUTER SVCS	57384		S B
Lassen	DATA PROCESSING MGR	46524		S
Long Beach	DIR DATA PROCESSING	73878	1500	A
Mendocino	DIR COMPUTING SVCS	56267		A
Merced	DIR DATA PROCESSING	57252		B
Mira Costa	DIR DATA PROCESSING	70425		B
Monterey Peninsula	DIR DATA PROCESSING			11 B
Mt. San Antonio	MGR COMPUTER SVCS	84240		A
Mt. San Jacinto	DIR DATA PROCESS SVCS	52176		B
Napa	DIR COMPUTER SVCS	57696		B
Palo Verde*	NO POSITION			
Palomar	DIR INFORMATION SYS	76953		B
Pasadena	DIR ADM COMPUTING SVCS	82139		A
Redwoods	DIR DATA PROCESSING SVCS	59484		
Rio Hondo	DIR COMP SVCS & REC MGT	71160		B
Riverside	DIR COMPUTING SVCS	77856		
San Joaquin Delta	ASSOC DEAN INFO SVC	76727		B
San Luis Obispo	DIR COMPUTER SVCS	60144		B
Santa Barbara	NO POSITION			
Santa Clarita	COMPUTER CENTER MGR	65544		B
Santa Monica	ADMIN DEAN COMPUTING	82576		B
Sequoias	DIR INFO SVCS	63849		B
Shasta-Tehama	SUP INSTITUTIONAL DP SVC	52640		A S
Sierra	DIR INFO SYSTEMS	75006		
Siskiyou	DIR COMPUTER SVCS	67103		B
Solano	COMPUTER CENTER MGR	63879		B
Sonoma	DIR COM SVCS & CAMP IN	81264	2200	A
Southwestern	DIR COMPUTER SYS & SVCS	69408		
Victor Valley	COLLEGE DEAN RES & PLAN	66696		A 50%
West Hills*	DIR COMPUTER SYS SVCS	57672		A
West Kern	DIR COMPUTER SVCS	46150		B S

POSITION 11: SECRETARY TO CHIEF EXECUTIVE OFFICER

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	EXEC SECTY TO SUPT/PRES	34942		C
Antelope Valley	EXECUTIVE SECRETARY	34245		C
Butte	ADMIN ASST SUPT	45533		
Cabrillo	SECTY TO PRES/SUPT	29949		C
Cerritos	SECTY TO PRES/SUP--CONF	41088		C
Chaffey	EXEC SECRETARY	38208		C
Citrus	EXEC SECTY TO SUPT/PRES	39240		
Compton	SENIOR SECRETARY	31584	3480	11.5 C
Desert	SECTY TO SUPT/PRES	35726		C
El Camino	SECTY TO SUPERINTENDENT	47436		C
Feather River	EXECUTIVE SECTY	31540	675	C
Fremont-Newark	SECTY TO PRES/SUPT	40168		C
Glendale	SECTY TO SUPT/PRES	40572		C
Hartnell	EXECUTIVE ASSISTANT	42432		C
Imperial*	EXEC SECRETARY IV	26388		C
Lake Tahoe	ADMIN ASST TO SUPT/PRES	28140		NM
Lassen	SECTY TO PRES/PERS COORD	35983		S
Long Beach	EXECUTIVE SECRETARY	47593		C
Mendocino	ADMINISTRATIVE ASST	34589		C
Merced	ADMIN/FACIL ASST	36936		C
Mira Costa	SECTY TO SUPERINTENDENT	38340		C
Monterey Peninsula	SECTY TO PRES & GOV BD	46872		C
Mt. San Antonio	SECTY TO PRES & BOARD	52260		C
Mt. San Jacinto	EXEC SECTY TO PRESIDENT	36923		C
Napa	EXEC SECTY TO SUPT&PRES	35424		C
Palo Verde*	ADMINISTRATIVE ASST	23225		NM
Palomar	SECTY TO PRESIDENT"	40809		C
Pasadena	ADMIN ASSISTANT II	45738		C
Redwoods	EXECUTIVE SECRETARY	40260		C
Rio Hondo	SECTY TO SUPT/PRES	42372		C
Riverside	SUPT/PRES' SECRETARY	39528		C
San Joaquin Delta	SECTY SUPT/PRES	33288		C
San Luis Obispo	EX SCTY S-P/BOARD	37140		C
Santa Barbara	SECTY TO SUPT/BOARD	36480		C
Santa Clarita	EXEC SECTY TO SUPT-PRES	38712		C
Santa Monica	ADM ASST IV--S/P	57528		C
Sequoias	SECTY TO PRESIDENT	34481		C
Shasta-Tehama	ADMIN SECTY - DIST S/P	42454		C
Sierra	EXECUTIVE SECRETARY	44391		C
Siskiyou	ADM ASST--PRESIDENT	48048		S
Solano	SECTY TO SUPT/PRES	46623		C
Sonoma	SECTY S-P/ADM ASST	39552		C
Southwestern	ADMIN ASST TO S/P	44496		C
Victor Valley	ADMINISTRATIVE ASST	35220		C
West Hills*	SECTY TO SUPERINTENDENT	30024		C
West Kern	ADMIN ASSISTANT	46500		C

POSITION 12: DIRECTOR OF LEARNING RESOURCES

	TITLE	'90-91 MAXIMUM SALARY	EXTRA	OTHER FACTORS
Allan Hancock	DIR LEARNING RESOURCES	62052		123 67
Antelope Valley	HEAD LIBRARIAN	56870		12345678 NM
Butte	DIR II LEARNING RES CTR	58856		45
Cabrillo	LIBRARIAN/LEARNING RES D	64464		1234567 9
Cerritos	NO COMPARABLE POSITION			
Chaffey	VP INFO SYSTEMS	77424	1800	2 567
Citrus	NO COMPARABLE POSITION			
Compton	DISTRIBUTED POSITION			
Desert	D'N ED RES,RESCH&TECH	66589	300	1234567 9 70
El Camino	DEAN INSTR SVCS	80343		12345678
Feather River	UNTITLED	41961		45 9
Fremont-Newark	ASST DEAN LEARNING RES C	73218		123 6
Glendale	VP COLLEGE SERVICES	87228		123456 9
Hartnell	DIR LIBRARY & INST SVCS	50155		123 7 9 10
Imperial*	DEAN LEARNING SVCS	64364		1 45 8 NM
Lake Tahoe	DIR LIB & MEDIA SVCS	61526		123 7 S
Lassen	NO POSITION			
Long Beach	DEAN RESEARCH & DEVEL	81449	1500	12345 7 9 30%
Mendocino	NO SIMILAR POSITION			
Merced	DIR LEARNING RESOURCES	57046		123 67 9
Mira Costa	DIR LEARNING RES CTR	76038		123 5 89
Monterey Peninsula	NOT APPLICABLE			
Mt. San Antonio	COORD LIBRARY SVCS	74328		1
Mt. San Jacinto	SEE POSITION TWO			
Napa	ASST DEAN LEARN RES & ST	54936		123 11 75
Palo Verde*	DIR LEARNING RES CTR	27000		123
Palomar	DIR LIB/MEDIA CTR	62890		12345
Pasadena	ASSOC DEAN LEARN RES	83487		1234 7 9
Redwoods	DIR LEARNING RES	60636		12345 9
Rio Hondo	DIV DEAN LEARNING RES	76644		1234 7
Riverside	DEAN LEARNING RES	74078		12345 7 9
San Joaquin Delta	DIR LEARNING RES	73751		1 34 8
San Luis Obispo	DIR LIBRARY SVCS	65854		1234 678 NM
Santa Barbara	NO POSITION			
Santa Clarita	ASST DEAN LEARNING RES	65544		123456 8
Santa Monica	DIR LEARNING RES CTR	76925		4
Sequoias	NOT APPLICABLE			
Shasta-Tehama	LEARNING RES CTR DIR	67683		123 8
Sierra	ASST DEAN LEARNING RES	71504		1234 7
Siskiyou	LIBRARIAN	67103		123 678
Solano	ASST DEAN INST SVCS	75912		12345 8
Sonoma	DIR LIBRARY & AV SVCS	69300		123 67 9
Southwestern	ASSOC DEAN INST RES	76056		12345 8
Victor Valley	DIR LEARNING RESOURCES	59040		123 789 50%
West Hills*	DEAN INSTRUCTIONAL SVCS	62973	1500	123456789 10%
West Kern	DIR LEARNING RES	64775	520	2345 789 S 40%

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